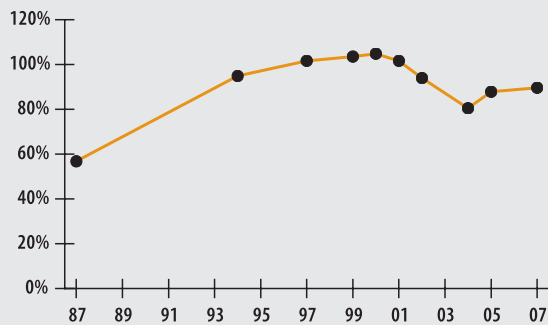
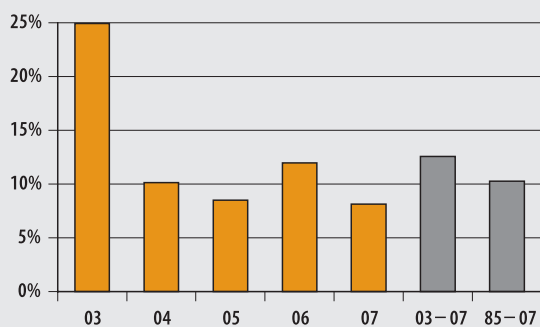


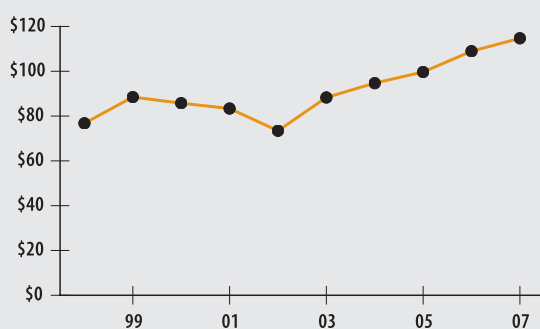
**Funded Ratio (1987-2007)**



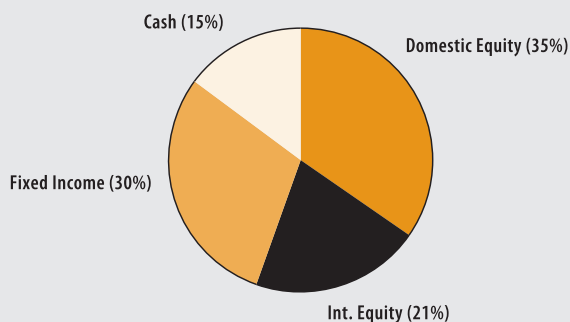
**Investment Return (2003-2007, 5 Year and 23 Year Averages)**



**Asset Growth (1998-2007) (Market Value in Millions)**



**Asset Allocation (12/31/07)**



**ACTUARIAL**

• Funded Ratio	89.7%
• Date of Last Valuation	01/07
• Actuary	Buck
• Assumed Rate of Return	8.50%
• Funding Schedule	4.5% Increasing
• Year Fully Funded	2028
• Unfunded Liability	\$12.4 M
• Total Pension Appropriation (Fiscal 2008)	\$2.3 M

	Active	Retired
• Number of Members	582	363
• Total Payroll/Benefit	\$25.6 M	\$6.0 M
• Average Salary/Benefit	\$43,900	\$16,400
• Average Age	NA	73
• Average Service	NA	NA

**INVESTMENT**

**Domestic Equity**

- Boston Company
- Legg Mason Capital Management
- SSgA U.S. Core Opportunities Fund

**International Equity**

- EuroPacific Growth Fund

**Domestic Fixed Income**

- Standish Mellon EB MBA Aggregate Bond Index Fund

**Consultant**

- Mercer Investment Consulting

**Custodian**

- State Street

► 2007 Return	8.15%
► 2007 Target	9.35%
► 2007 Market Value	\$114.7 M
► 2003-2007 (Annualized)	12.58%
► 1985-2007 (Annualized)	10.28%